

WQOW Television, WXOW Television
EEO PUBLIC FILE REPORT
August 1, 2015 - July 21, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend Multi Media Journalist	1-14, 17-21, 25-26, 29-47, 49-53, 56-88, 91-92, 95, 97-100, 102, 106-109	25
Multi Media Journalist	1, 4, 10-11, 13, 15, 19-20, 25-26, 29-31, 35, 37, 40, 43, 45-46, 49, 55-57, 59-60, 64, 66-68, 83-87, 92-94, 96-97, 100, 102, 104, 106-109	109
Manager of Marketing & Community Relations	1-14, 17-20, 24-26, 29-53, 56-61, 64-88, 91-92, 97-100, 102, 106-109	25
News/Commercial Videographer	1-14, 17-20, 23-26, 29-53, 56-61, 64-88, 91-92, 97-100, 102, 106-109	23
Commercial Production Editor	1-14, 17-20, 24-26, 29-53, 56-62, 64-88, 91-92, 97-100, 102, 106-109	25
News Producer	1, 4, 10-11, 13, 19-20, 25-26, 29-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 92-94, 96-97, 100, 105-109	25
News Producer	1, 4, 10-11, 13, 19-20, 25-26, 29-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 92-94, 96-97, 100, 105-109	109
Evening Anchor	1, 4, 10-11, 13, 16, 19, 25-26, 29-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 92-94, 96-97, 100, 102, 106-109	25
Morning Director/Commercial Editor	1, 4, 10-11, 13, 19, 25-26, 29-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 92-94, 96-97, 100, 102, 106-109	25
News/Commercial Videographer	1, 4, 10-11, 13, 19, 24-26, 29-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 92-94, 96-97, 100, 102, 106-109	109
Internet Director	1, 4, 10-11, 13, 19, 22, 24-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 89-90, 92-94, 96-97, 100, 102-103, 106-109	109
Meteorologist	1, 4, 10-11, 13, 19, 22, 25-26, 28-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 89-90, 92-94, 96-97, 100, 102-103, 106-109	25
Morning Anchor/Producer	1, 4, 10-11, 13, 19, 22-23, 25-26, 28-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 89-90, 92-94, 96-97, 100, 102-103, 106-109	25

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Weekend Sports Anchor/Multimedia Journalist	1, 4, 10-11, 13, 19, 22, 25-26, 28-31, 35, 37, 40, 45-46, 49, 54-57, 59-60, 62, 64, 66-69, 83-87, 89-90, 92-94, 96-97, 100, 102-103, 106-109	25
Weekend Anchor/Multi Media Journalist	1, 4, 10-11, 13, 15-16, 19, 22, 25-26, 28-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 89-90, 92-94, 96-97, 100, 102-103, 106-109	15
Weekend Anchor/Multi Media Journalist	1, 4, 10-11, 13, 15-16, 19, 22, 25-26, 28-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 89-90, 92-94, 96-97, 100, 102-103, 106-109	109
Weekend Multi Media Journalist	1, 4, 10-11, 13, 15-16, 19, 22, 25-26, 28-31, 35, 37, 40, 45-46, 49, 55-57, 59-60, 62, 64, 66-69, 83-87, 89-90, 92-94, 96-97, 100-103, 106-109	25

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2015 - July 21, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602 954-8373 Url : www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Alverno College 3400 S 43rd St Milwaukee, Wisconsin 53234 Phone : 414-382-6010 Url : WIPCCC Career Service Manual Posting	N	0
3	Beloit College 700 College St Beloit, Wisconsin 53511 Phone : 608-363-2673 Url : WIPCCC Career Service Manual Posting	N	0
4	Bethany Lutheran College 700 Luther Drive Mankato, Minnesota 56001 Phone : 507-344-7321 Url : http://www.blc.edu/career-services Email : careerservices@blc.edu Fax : 1-507-344-7376 Brittany Nash	N	0
5	Blackhawk Technical College P.O. Box 5009 Janesville, Wisconsin 53547 Phone : 608-757-6329 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
6	Cardinal Stritch University 6801 N Yates Rd Milwaukee, Wisconsin 53217 Phone : 414-410-4157 Url : WIPCCC Career Service Manual Posting	N	0

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7	Carroll University 100 N East Ave Waukesha, Wisconsin 53186 Phone : 262-524-7624 Url : WIPCCC Career Service Manual Posting	N	0
8	Carthage College 2001 Alford Park Dr Kenosha, Wisconsin 53140 Phone : 262-551-5959 Url : WIPCCC Career Service Manual Posting	N	0
9	Chippewa Valley Tech. College 620 W. Clairemont Ave. Eau Claire, Wisconsin 54701 Phone : 715-833-6255 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
10	Coe College 1220 First Ave NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : o-career@coe.edu Fax : 1-319-399-8503 Career Service	N	0
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	Y	0
12	Concordia University 12800 N Lakeshore Dr Mequon, Wisconsin 53097 Phone : 262-243-5700 Url : WIPCCC Career Service Manual Posting	N	0

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13	Craigslist - added Fall 2014 craigslist.com La Crosse, Wisconsin Theresa Wopat Manual Posting	N	0
14	Edgewood College 1000 Edgewood College Dr Madison, Wisconsin 53711 Phone : 605-257-4861 Url : WIPCCC Career Service Manual Posting	N	0
15	Employee Referral	N	4
16	Employment Agency	N	3
17	Fox Valley Technical College P.O. Box 2277 Appleton, Wisconsin 54912 Phone : 920-735-5627 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
18	Gateway Technical College 3520 30th Ave. Kenosha, Wisconsin 53144 Phone : 262-564-2552 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
19	Gustavus Adolphus College 800 West College St. Saint Peter, Minnesota 50862 Phone : 507-933-7272 Email : career@gustavus.edu Cynthia Favre	N	0
20	Illinois Center for Broadcasting 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 800-314-3450 Email : placement.lombard@beonair.com Don Clark	N	0

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21	Illinois Institute of Art-Schaumburg-chg to Self Report 04/01/15. Removed 05/08/15 1000 Plaza Drive (emails were returned, had to remove from listing) Schaumburg, Illinois 60173 Phone : 800-314-3450 Career Services Manual Posting	N	0
22	Illinois Media School-Replaced Illionois Center for Broadcasting 55 W. 22nd Street #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
23	Indeed.com	N	3
24	Internal Candidate	N	8
25	Internal Hire/Promotion PO Box 3119 La Crosse, Wisconsin 54602 Employee Referral or promotion Manual Posting	N	10
26	Job Center of Wisconsin-(Only use when wages CAN be posted-added 09-23-14) 201 E. Washington Avenue Madison, Wisconsin 53703 Phone : 888-258-9966 Employer Services Manual Posting	N	0
27	Job Fair	N	1
28	KBJR 6 - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : vtillman@kbjr.com Kayla Martin	N	0

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29	KTIV TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kelayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
30	KTTC TV 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0
31	KWWL TV 500 E. 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Fax : 1-319-291-1233 Sandy Youngblut	N	0
32	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Url : WIPCCC Career Service Manual Posting	N	0
33	Lakeshore Technical College 1290 North Avenue Cleveland, Wisconsin 53015 Phone : 920-693-1275 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
34	Lawrence University P.O. Box 599 Appleton, Wisconsin 54912 Phone : 920-832-6561 Url : WIPCCC Career Service Manual Posting	N	0

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35	Luther College 700 College Dr Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Fax : 1-563-387-2628 Career Service	Y	0
36	Madison Area Tech. College 3550 Anderson St. Madison, Wisconsin 53704 Phone : 608-246-6400 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
37	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53714 Phone : 608-237-8312 Email : careers@mediainstitute.edu. Laura Mael	Y	0
38	Marian University 45 S National Ave Fond du Lac, Wisconsin 54935 Phone : 920-923-8799 Url : WIPCCC Career Service Manual Posting	N	0
39	Marquette University 1324 W Wisconsin Ave Milwaukee, Wisconsin 53201 Phone : 414-288-7423 Url : WIPCCC Career Service Manual Posting	N	0
40	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Fax : 1-834-648-5204 Mark Shilstone	N	0

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41	Mid-State Technical College 500 32nd St. N. Wisconsin Rapids, Wisconsin 54494 Phone : 715-422-5408 Url : www.wisconsintechconnect.com Stephany Hartman Manual Posting	N	0
42	Milwaukee Area Tech. College 700 West State St. Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
43	Milwaukee Institute of Art & Design 273 E Erie St Milwaukee, Wisconsin 53202 Phone : 414-847-3276 Url : WIPCCC Email : careerservices@miad.edu Canvass Careers	N	0
44	Milwaukee School of Engineering 1025 N Broadway Milwaukee, Wisconsin 53202 Phone : 414-277-4517 Url : WIPCCC Career Service Manual Posting	N	0
45	Missouri School of Journalism 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : willisb@missouri.edu Fax : 1-573-884-8989 Barbara Willis	Y	0
46	MnSCU (MN State Colleges & Universities) sends to 37 schools. Added 07/02/14 30 7th St. E., Suite 350 St. Paul, Minnesota 55101 Phone : (800) 456-8519 Minnesota State Colleges & Universities Manual Posting	N	0

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47	Moraine Park Technical College 235 N. National Ave Fond du Lac, Wisconsin 54936 Phone : 920-924-3205 Url : www.wisconsintechconnect.com career services Manual Posting	N	0
48	Mount Mary College 2900 N Menomonee River Pkwy (WIPCCC) Milwaukee, Wisconsin 53222 Phone : 414-256-1243 Career Services Manual Posting	N	0
49	New Jersey Herald Two Spring Street Newton, New Jersey Phone : 973-383-1500 Email : kdixon@njherald.com Fax : 1-973-383-2194 Karen Dixon	N	0
50	Nicolet Area Technical College 5364 College Dr Rhineland, Wisconsin 54501 Phone : 715-365-4565 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
51	North Central Technical College 1000 W. Campus Drive Wausau, Wisconsin 54401 Phone : 715-675-3331 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
52	Northeast WI Technical College 2740 W. Mason St. Green Bay, Wisconsin 54307 Phone : 920-498-5528 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0

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53	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1398 Url : WIPCCC Career Service Manual Posting	N	0
54	On Air Recruitment Ad	N	1
55	Pennsylvania State University-Meteorology Dept (Added Oct '15 for weather positions only) 502 Walker Building email only meteorologists positions University Park, Pennsylvania Phone : 814-865-0478 Ginger Kowalchuk Manual Posting	N	0
56	Quincy Herald Whig 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Fax : 1-217-223-9757 Jena Schulz	N	0
57	Quincy Media, Inc. 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3409 Email : schurch@qni.biz Fax : 1-217-223-5019 Shanna Church	N	1
58	Ripon College 300 Seward St Ripon, Wisconsin 54971 Phone : 920-748-8117 Url : WIPCCC Career Services Manual Posting	N	0
59	Rochester Community & Technical College 851 30th Ave SE Rochester, Minnesota 55904 Phone : 507-285-7260 Email : rose.conway@roch.edu Rose Conway	N	0

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60	Silver Lake College 2406 S Alverno Rd Manitowoc, Wisconsin 54220 Phone : 920-686-6192 Email : jan.algozine@sl.edu Jan Algozine	N	0
61	Southwest WI Technical College 1800 Bronson Blvd Fennimore, Wisconsin 53809 Phone : 608-822-3262 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
62	Specs Howard School of Media Arts 23801 Industrial Park Dr Farmington Hills, Michigan 48335 Phone : 248-358-9000 Email : nshiner@specshoward.edu Nancy Shiner	N	0
63	St. Cloud State University 720 4th Avenue South Removed: included in MnSCU's self report distribut St. Cloud, Minnesota 56301 Phone : (320) 308-2151 Career Services Manual Posting	N	0
64	St. Mary's University 700 Terrace Heights, #6 Winona, Minnesota 55987 Phone : 507-457-1447 Email : careerservices@smumn.edu Career Service	N	0
65	St. Norbert College 100 Grant St De Pere, Wisconsin 54115 Phone : 920-403-3040 Url : WIPCCC Career Service Manual Posting	N	0

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66	St. Olaf College 1520 St. Olaf Ave. Tomson Hall, 270 Northfield, Minnesota 55057 Phone : 507-786-3268 Email : kubinski@stolaf.edu Fax : 1-507-786-3626 Andrea Kubinski	N	0
67	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : markch@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	11
68	University of Dubuque 2000 University Ave Dubuque, Iowa 52001 Phone : 563-589-3132 Email : career@dbq.edu Fax : 1-563-589-3352 Career Service	N	0
69	University of Missouri - started Dec 2014 200 Neff Hall Columbia, Missouri 65211 Phone : 573-882-6898 Email : recruiting@missouri.edu Business Career Services	N	0
70	University of WI-Eau Claire 230 Schofield Hall Eau Claire, Wisconsin 54701 Phone : 715-836-5356 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0
71	University of WI-Green Bay 2420 Nicolet Drive, SS 1916 Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0

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72	University of WI-La Crosse 1725 State St.-Wilder Hall La Crosse, Wisconsin 54601 Phone : 608-785-8514 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0
73	University of WI-Madison 975 University Ave-Grainger Hl Madison, Wisconsin 53706 Phone : 608-262-2550 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0
74	University of WI-Milwaukee PO Box 413 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0
75	University of WI-Oshkosh Dempsey Hall Room 230 Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0
76	University of WI-Parkside 900 Wood Rd, P.O. Box 2000 Kenosha, Wisconsin 53141 Phone : 262-595-2452 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0
77	University of WI-Platteville 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1183 Url : www.jobs4wigrads.com Career Service Manual Posting	N	0

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78	University of WI-River Falls 410 S. 3rd St., 24 E. Hathron River Falls, Wisconsin 54022 Phone : 715-425-3572 Url : www.jobs2wigrads.com Career Service Manual Posting	N	1
79	University of WI-Stevens Point 134 Old Main Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : www.jobs4wigrads.com Career Service Manual Posting	N	0
80	University of WI-Stout 103 Administration Bldg. Menomonie, Wisconsin 54751 Phone : 715-232-1601 Url : www.jobs2wigrads.com Career Service Manual Posting	N	0
81	University of WI-Superior Old Main, Room 134 Superior, Wisconsin 54880 Phone : 715-394-8308 Url : www.jobs4wigrads.com Career Service Manual Posting	N	0
82	University of WI-Whitewater 800 W. Main St. Whitewater, Wisconsin 53190 Phone : 262-472-1471 Url : www.jobs4wigrads.com Career Service Manual Posting	N	1
83	UW- Eau Claire Multicultural affairs 225 Schofield Hall Eau Claire, Wisconsin 54701 Phone : 715-836-3367 Email : vuecc@uwec.edu Fax : 1-715-836-3499 Career Service	N	0

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84	UW-La Crosse Affirmative Action 1725 State St La Crosse, Wisconsin 54601 Phone : 608-785-8541 Email : aad@uwlax.edu Fax : 1-608-785-6907 Career Service	N	0
85	UW-La Crosse Multicultural Ctr 1725 State St La Crosse, Wisconsin 54601 Phone : 608-785-8225 Email : OMSS@uwlax.edu Fax : 1-608-785-8837 Career Service	N	0
86	Viterbo University 900 Viterbo Dr La Crosse, Wisconsin 54601 Phone : 608-796-3839 Url : www.viterbo.edu/career Email : amellefson@viterbo.edu Anne Ellefson	N	0
87	WAOW TV/WYOW TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Fax : 1-715-848-0195 Kelly Fuller	N	0
88	Waukesha County Technical College 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7848 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
89	WBNG - Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0

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90	WEEK - Sara Smithson 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : ssmithson@week.com Sara Smithson	N	0
91	Western Technical College 304 6th St. N. La Crosse, Wisconsin 54601 Phone : 608-785-9440 Url : www.wisconsintechconnect.com Carol Parr Manual Posting	N	0
92	WGEM TV 513 Hampshire St. Quincy, Illinois 62301 Phone : 217-228-6617 Email : tstutheit@wgem.com Fax : 1-217-228-6617 Terri Stutheit	N	0
93	WI Jobs for WI Grads (Sends to 13 colleges-Added Oct '15 to replace 13 indiv listings) ONLY FT JOBS University of Wisconsin System Job Board www.jobs4wigrads.com Madison, Wisconsin Url : www.jobs4wigrads.com Career Services Manual Posting	N	0
94	WI Tech Connect (Sends to 16 Technical Colleges-Added Oct '15 to replace 16 indiv listings) 4622 University Avenue www.wisconsintechconnect.com Madison, Wisconsin 53705 Phone : 608-266-1207 Url : www.wisconsintechconnect.com Career Services Manual Posting	N	0
95	Winona State University-started 08-28-14 175 West Mark Street Removed: Included in MnSCU's distribution Winona, Minnesota 55987 Phone : 507.457.5000 Career Services Manual Posting	N	0

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96	WIPCCC (WI Private Colleges-Sends to 20 colleges-Added Oct '15 to replace 20 indiv listings) Career Consortium www.myinterfase.com/wipcccjobs/employer/home.aspx Wisconsin Career Services Manual Posting	N	0
97	Wisconsin Broadcasters Association 44 E. Mifflin St., Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Career Service Manual Posting	N	2
98	Wisconsin Indianhead Tech. College 1900 College Dr. Rice Lake, Wisconsin 54868 Phone : 715-468-2815 Url : www.wisconsintechconnect.com Career Service Manual Posting	N	0
99	Wisconsin Lutheran College 8800 W Bluemound Rd Milwaukee, Wisconsin 53226 Phone : 414-443-8635 Url : WIPCCC Career Service Manual Posting	N	0
100	WKOW TV 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-661-2794 Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
101	Word of Mouth Referral	N	1

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102	Workforce Connections, Inc. 402 N. 8th St. La Crosse, Wisconsin 54602 Phone : 608-789-5627 Url : www.workforceconnections.org Email : workforceconnections@workforceconnections.org Fax : 1-608-785-9939 Career Services	N	0
103	WPTA - Cindy Bennett 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	0
104	WQOW Website 5545 Hwy 93 Eau Claire, Wisconsin 54701 Phone : 507-895-9872 Email : twopat@wxow.com Fax : 1-715-835-8009 Theresa Wopat	N	0
105	WQOW-TV 5545 Highway 93 Eau Claire, Wisconsin 54701 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
106	WREX TV 10322 Auburn Road Rockford, Illinois 61103 Phone : 815-335-7856 Email : twesseln@wrex.com Fax : 1-815-335-1002 Theresa Wesseln	N	0
107	WSJV TV 58096 County Road, #7 S. South Bend, Indiana 46624 Phone : 574-343-5310 Email : ttesch@fox28.com Fax : 1-574-294-1267 Teddi Tesch	N	0

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2015 - July 21, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
108	WVVA TV 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : asluss@wvva.com Fax : 1-304-325-5586 Audrey Sluss	N	0
109	WXOW/WQOW Website 3705 CTH 25 La Crescent, Minnesota 55947 Phone : 507-895-9872 Email : twopat@wxow.com Fax : 1-507-895-8640 Theresa Wopat	N	9
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2015	Establishment of an intern program designed to assist members of the community	WXOW/WQOW offers a paid internship program called Quinternship. The purpose behind the internship program is to offer students in the field of journalist, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television, radio and digital information. Students who participate (interns) will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of interns (Quinterns). Each Quintern is assigned a mentor and there is a curriculum for each position. During this reporting period we have hired 4 Quinterns for the following departments: news & sports.	2	News Director News Director
2	8/5/2015	Participation in events sponsored by community groups	Dustin Luecke emceed and acted as the Honorary Chairperson for the Credit Unions for Kids CMNH Miracle Open at Fox Hollow Golf Course. His responsibilities included greeting participants and sponsors before the tournament and hosting the banquet afterward. Thousands of dollars' worth of prizes were given away, with all of the money raised going to local CMNH families, and some of it specifically to the Gilbertson family, who have two Heroes, Eloya and Tannek.	1	Daybreak Anchor
3	10/6/2015	Participation in events or programs sponsored by educational institutions	Dustin Luecke, Brittany Lough, Kevin Millard & Nick Tabbert attended Career Day event with Juniors at an area high school. Event is sponsored by Chamber of Commerce and local colleges. It is a full day of activities for the group.	4	Daybreak Anchor Daybreak Anchor Internet Director Weekend Sports Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/11/2015	Participation in Job Fairs	Dustin Luecke, Howard Sapiro, and Nick Tabbert participated in a Greater La Crosse Area Chamber of Commerce career fair. High school juniors from 31 area schools participated. There were also representatives from colleges and universities at the Career Expo. It was held at the La Crosse Center. The Career Expo is a joint effort of the La Crosse Chamber of Commerce, Western Technical College Career Prep, the Wisconsin Education Fair (WEF) and 31 area high schools. "The Career Expo is a one-stop location for students to recognize what they are interested in pursuing for a career and connect with businesses, higher educational institutions and the military to receive more information," said Vicki Markussen, La Crosse Area Chamber of Commerce executive director. Students first attend a brief orientation, then they choose either to attend career breakout sessions or the Wisconsin Education Fair. Approximately 2,300 students will have the opportunity to learn more information about specific careers from the participating 41 booths in the career breakout area.	3	Daybreak Anchor Daybreak Producer Weekend Sports Anchor
5	11/10/2015	Participation in scholarship programs	The WBA has established a scholarship program which extends scholarships to worthy students on an annual basis. WXOW/WQOW TV representative, David Booth, reviewed the WBA scholarship applications and rated each student finalist. The ratings were submitted to the WBA on 11/10/15. Information about the scholarship program and requirements were aired on WXOW/WQOW TV, as well as scholarship applications available on request at WXOW/WQOW TV.	1	VP & G.M.

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	1/27/2016	Participation in Job Fairs	Sean Dwyer and Dan Schillinger represented WXOW/WQOW at WBA's 2016 job fair for the winter conference. Job seekers were in attendance at the fair. Resumes were collected for future job openings and Quinternships were discussed with many participants looking for openings in the broadcasting industry.	2	News Director News Director
7	1/27/2016	Provision of training to management	Sean Dwyer and Dan Schillinger attended the EEO compliance presentation of "Hiring Smart for Broadcasters: Legal Issues in Hiring and Effective Strategies to Promote Equal Employment Opportunity and Prevent Unlawful Discrimination" at the WBA 2016 Winter Conference in Madison, WI.	2	News Director News Director
8	6/15/2016	Provision of training to management	WXOW/WQOW was represented by Theresa Wopat at the EEO Seminar "Legal Issues and Effective Strategies to Prevent Unlawful Discrimination During the Employment Relationship" which was held via webinar on June 15, 2016.	1	HR Manager
9	6/22/2016	Participation in Job Fairs	WXOW/WQOW was represented by Sean Dwyer and Theresa Wopat at the Job/Career Fair at WBA's Summer Conference in La Crosse WI on June 22, 2016.	2	News Director HR Manager